

# Child Safety and Wellbeing Statement of Commitment



**KU Children's Services has a longstanding and unwavering commitment to the safety and wellbeing of children. KU has a zero tolerance of child abuse.**

The KU Code of Conduct, policies and processes ensure robust child safe practices and a strong child safe culture. At KU child safety is an individual and organisational responsibility. KU employees have a duty of care to keep children safe and protect children from harm. We embed the National Principles for Child Safe Organisations, also known as Child Safe Standards, across all KU services, programs and the organisation. We keep children's safety at the centre of our practice.

## At KU, we will:

- 1 Uphold standards of excellence in child safety and wellbeing. Our leadership prioritises child safety and has systems and processes in place to ensure robust child safe practices and culture. KU employees make a commitment to always act in the best interests of children.
- 2 Empower children to know their rights and have a voice. We strive to make sure children in our care feel safe, nurtured, valued and heard, and participate in decisions which affect their lives.
- 3 Maintain rigorous recruitment and monitoring processes so that KU employs safe and suitable people to work with children. Only people who share our child safe values and who put these values into practice will be employed.
- 4 Educate and train staff and volunteers to equip them with the knowledge, skills and confidence to keep children safe and well.
- 5 Foster a strong reporting culture and take seriously any concerns raised about a child's safety or wellbeing. When responding to complaints or concerns about children's safety and wellbeing we prioritise the best interests of the child.
- 6 Inform and involve our families and communities in our approach to child safety and wellbeing. Children and families are at the heart of everything that we do.
- 7 Respect that culture and community are protective factors for Aboriginal and Torres Strait Islander children, strengthening their sense of safety, identity, confidence and connection.
- 8 Uphold diversity and inclusion. We recognise the vulnerable nature of all children, and those whose circumstances put them at risk. We support the needs of children from culturally and linguistically diverse backgrounds, children with disabilities, children from diverse family structures or children who have been exposed to trauma. We support the needs of all children equitably and do not tolerate racism or other forms of discrimination.
- 9 Provide safe physical and online environments which minimise the risk of children being harmed and provide opportunities for children to explore, play, discover and learn with confidence.
- 10 Ensure our policies and procedures document how we keep children safe. We pursue excellence in our policies and procedures through regular review and improvement.
- 11 Have a commitment to continuous quality improvement of our practices and processes.

